

## **Intervention: Increase pay and workforce flexibility**

Finding: Insufficient evidence to determine effectiveness

### **Potential partners to undertake the intervention:**

- |   |   |
|---|---|
| <input type="checkbox"/> Nonprofits or local coalitions                   | <input type="checkbox"/> Businesses or labor organizations          |
| <input type="checkbox"/> Schools or universities                          | <input type="checkbox"/> Media                                      |
| <input checked="" type="checkbox"/> Health care providers                 | <input checked="" type="checkbox"/> Local public health departments |
| <input checked="" type="checkbox"/> State public health departments       | <input checked="" type="checkbox"/> Policymakers                    |
| <input type="checkbox"/> Hospitals, clinics or managed care organizations | <input type="checkbox"/> Other:                                     |

### **Background on the intervention:**

Higher pay and benefits can be used as a means to enhance public health workforce recruitment and retention strategies. In a tight fiscal period, budgets do not always allow for salary increases; however, other non-financial benefits, such as workplace flexibility, can be used to increase the attractiveness of public health jobs. Telecommuting and other flexible scheduling opportunities are thought to increase employee morale and attract more people to the public health sector.

### **Findings from the systematic reviews:**

Research found insufficient evidence to determine the effectiveness of increases in pay and workforce flexibility as means to promote a sufficient and competent public health workforce. Practices that lack sufficient research to support effectiveness should not be confused with ineffective programs. Rather, they should be recognized as programs that have the potential to become evidence-based practices—if properly evaluated. Practitioners are encouraged to monitor the impact of these programs in their communities and report on their findings in order to build a base of knowledge sufficient to reach consensus.

### **Additional information:**

[Council of State Governments Trends Alert – www.csg.org](http://www.csg.org)